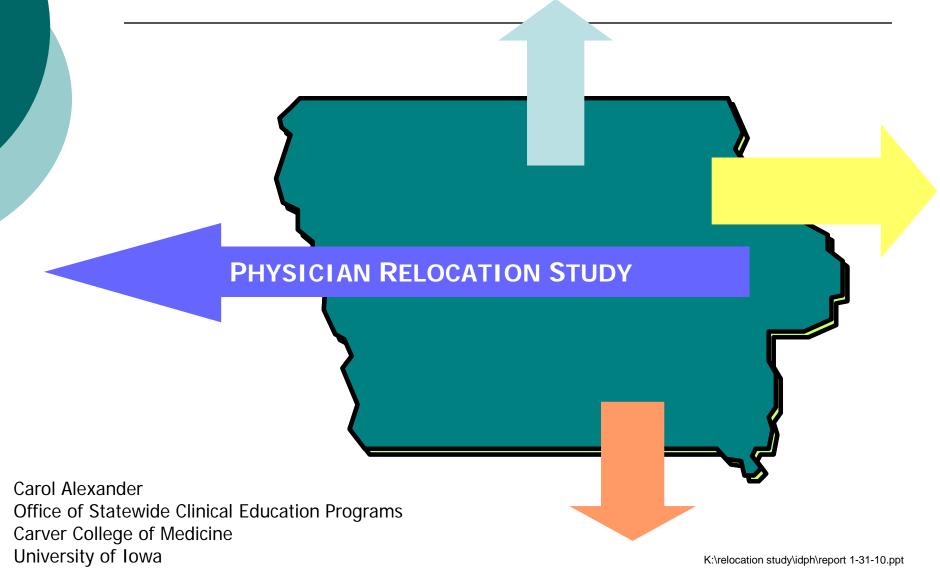
IOWA RECRUITMENT AND RETENTION WORKSHOP

West Des Moines, Iowa December 1, 2010



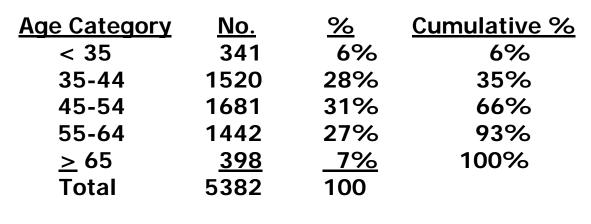
IOWA PHYSICIAN INFORMATION SYSTEM

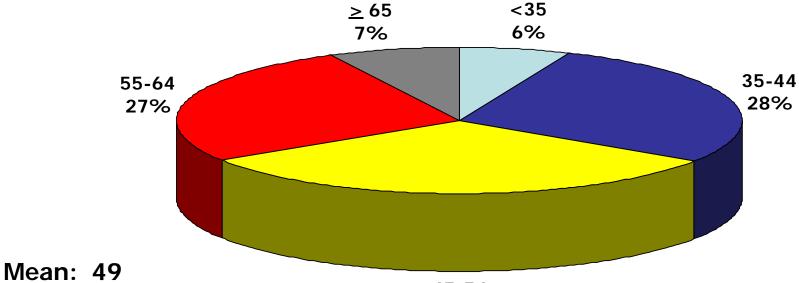
- Continuous Inventory (31 yrs.)
- All Iowa Physicians (MD/DO)
- o Purposes:
 - Describe physician population
 - Monitor trends
 - Conduct research
 - Evaluate programs
 - Disseminate information

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AGE DISTRIBUTION OF IOWA PHYSICIANS

2009





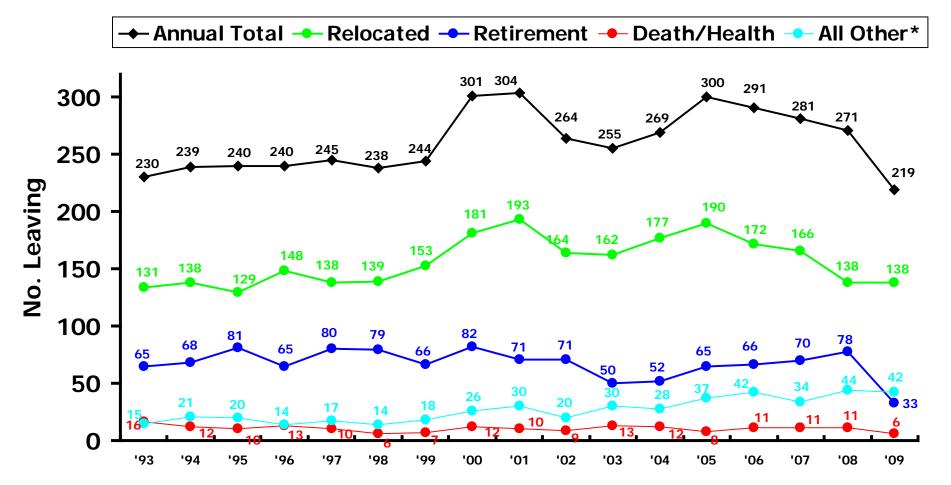
Median: 49

45-54 32%

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PHYSICIANS LEAVING IOWA PRACTICES

1993 - 2009 — All Specialties —



^{*}All other categories: Locum Tenens, Inactive, Loss of License, Military, Training, and Unknown

Source: Office of Statewide Clinical Education Programs, UI Carver College of Medicine Iowa Health Professions Tracking Center, December 2009

REASONS FOR ATTRITION

(Past 10 Years)

- Relocation outside Iowa 61%
- Retirement 23%
- Death and disability 4%
- Miscellaneous reasons* 12%

*Loss of license, inactive, military, re-training, etc...

BACKGROUND

- Task Force on the Iowa Physician Workforce recommended a study to ascertain the reasons physicians leave IA.
- Advisory Council on the Iowa Physician Workforce placed a high priority on the study in August 2008.
- In August 2008, OSCEP initiated a study of the IA physicians who relocated during 2007.
- The study was continued in 2009 with the cohort that relocated in 2008.

PHYSICIANS LEAVING IOWA IN 2007-08

Total attrition554
Attrition due to relocation294 (53%)
 Number of interviews/surveys completed 220 (75%)
• Non - respondents
Total relocators 294

TYPE OF RESPONSE (220)

		<u>Number</u>	<u>Percent</u>
Phone interview		73	33%
o Direct mail		109	50%
Facsimile		29	13%
o E-mail		9	4%
	Total	220	100%

PROFILES — 2007-2008

Relocators
Respondents
Physician Population

Are the relocators representative of the Iowa physician population?

UI Medical Education Experience*

	2008 IA Physician Supply <u>(N=5245)</u>	Total Relocators <u>(N=294)</u>
UI Med Ed Exp.	50%	24%
No UI Med Ed Exp.	<u>50%</u>	<u>76%</u>
Total	100%	100%

Conclusion: While 50% of the Iowa physician supply has no UI medical education experience, 76% of the relocators were in that group.

^{*} Medical School, residency, fellowship, or any combination of those experiences (includes UI-affiliated residency)

Community Size (New)

Community <u>Pop.</u>	2008 IA Physician Supply <u>(N=5245)</u>	Total Relocators <u>(N=294)</u>
<5,000	8%	10%
5,000-14,999	14%	9%
15,000-49,999	18%	21%
50,000-99,999	38%	15%
>100,000	22%	44%
Unknown	<u>0%</u>	<u>1%</u>
Totals	100%	100%

Destination: Iowa's Contiguous States

<u>State</u>	No. of Total Relocators (N=294)	% of Total <u>Relocators</u>
Missouri	23	8%
Nebraska	23	8%
Illinois	22	7% > 44%
Minnesota	21	7%
Wisconsin	21	7%
South Dakota	20	7%
Non-Contiguous States	<u>164</u>	<u>56%</u>
Total	294	100%

Conclusion: 44% of relocators moved to contiguous states.

Age Distribution

Age <u>Category</u>	2008 IA Phys. Supply (N=5245)	Total Relocators <u>(N=294)</u>
< 35	9%	10%
35-44	28%	44%
45-54	33%	29%
55-64	24%	16%
≥ 65	<u>6%</u>	<u>1%</u>
Total	100%	100%
Mean	48	45
Median	48	43

Conclusion: 54% of the relocators under the age of 44.

Duration of Iowa Practice

Length of Practice (yrs)	2008 IA Physician Supply (N=5245)	Total Relocators <u>(N=294)</u>
< 1	3%	6%
1-5	23%	54%
6-10	18%	22%
11-20	28%	10%
> 20	<u>28%</u>	<u>8%</u>
Total	100%	100%

Conclusion: 60% of the relocators had been in practice under 5 years, compared to only 26% of Iowa physicians.

Gender

	2008 IA Physician Supply (N=5245)	Total Relocators <u>(N=294)</u>
o Male	75%	72%
o Female	<u>25%</u>	<u>28%</u>
Totals	100%	100%

Conclusion: The distribution of the gender of relocators is similar to the Iowa physician supply.

Medical Specialty

<u>Specialty</u>	2008 IA Physician Supply (N=5245)	Total Relocators <u>(N=294)</u>
Family Medicine	25%	14%
General Int Med	9%	13%
Anesthesiology	6%	9%
Emergency Med	5%	8%
Diagnostic Radiology	4%	6%
General Surgery	4%	6%
Psychiatry	4%	5%
General Pediatrics	5%	3%
CV Disease	3%	2%
Pulmonary	2%	2%
Gastroenterology	2%	2%
Orthopaedic Surgery	4%	2%
Infectious Disease	1%	1%
Others	<u>26%</u>	<u>27%</u>
Total	100%	100%

Conclusion: 44% of relocators were in family medicine, general internal medicine, anesthesiology, and emergency medicine.

PHYSICIANS RELOCATING FROM IOWA

- 2007-2008 Survey Results -

Factors Causing Relocation (220 Respondents)

Factor Categories*	No. of Respondents Citing Factor Category	% of Total Respondents
Practice Factors	181	82%
Family Factors	122	55%
Geographic/Community Factors	102	46%

Conclusion: 82% of respondents cited practice factors.

^{*} Respondents could select more than one factor in each category.

Combinations of Factors

	<u>Factors</u>		No. of <u>Citations</u>	% of Total Respondents (220)
4	Practice (only)		63	29%
	Practice <mark>, Family</mark>		32	15%
	Practice, Geographic/Community	,	34	15%
	Practice, Family, Geographic/Con	nmunity	52	24%
	Family (only)		23	10%
	Family, Geographic/Community		15	6%
	Geographic/Community (only)		<u>1</u>	<u>1%</u>
		Total	220	100%

Practice Factors

<u>Factors</u>	No. of <u>Citations</u>	% of Total Respondents (220)
 Attitudes/values/relationships within practice 	84	38%
o Salary/Income	76	35%
o Call coverage schedule	56	25%
o Work schedule	54	25%
 Career Change/opportunity/promotion 	41	19%
 Hospital relationships 	40	18%
 Other compensation (i.e., benefits, vacation) 	26	12%
 Reimbursement from payers 	21	10%
 Too Many Patients 	11	5%
 Not Enough Patients 	11	5%
 Professional Liability 	10	5%
 Other practice factors 	9	4%
 Competence of practice associates 	6	3%

Conclusion: The most frequently cited practice factors were the relationships in the practice, income, call coverage, and work schedule.

Family Factors

<u>Factors</u>	No. of Citations	% of Total Respondents (220)
Desire to move closer to family	72	33%
 Spouse employment 	32	15%
Family did not adjust to community	23	10%
 A family illness or health condition 	13	6%
 Other family factors 	13	6%

Conclusion: The most frequently cited family factor was a desire to move closer to family.

Geographic and Community Factors

<u>Factors</u>	No. of Citations	% of All <u>Respondents (220)</u>
Climate/weather	53	24%
Cultural and/or	48	22%
recreational opportunities		
Availability of airline service	30	14%
 Degree of diversity in community 	28	13%
 Other geographic and community factors 	16	7%

Conclusion: Climate and cultural/recreational opportunities were the most frequently cited geographical and community factors.

Most Important Reason for Relocation

Reason	No. of <u>Citations</u>	% of Total Respondents (220)
 Desire to move closer to family 	40	18%
 Attitude/values/relationships within practice 	35	16%
o Salary/Income	25	11%
 Career change/opportunity/promotion 	24	11%
 Hospital relationships 	15	7%
o Spouse employment	15	7%
 Family did not adjust to the community 	13	6%
o Call/coverage schedule	13	6%
 Lack of opportunities in desired IA locations 	9	4%
o Family illness	8	4%

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Most Important Reason for Relocation (cont'd.)

	<u>Reason</u>	No. of <u>Citations</u>	% of Total Respondents (220)
	Patient volume	4	2%
(Climate/weather	4	2%
(Degree of diversity in community	4	2%
(Cultural and/or recreational opportunities	3	1%
(State taxes	3	1%
(Reimbursement from payers	2	1%
(Professional liability	1	<1%
(Miscellaneous reasons	9	4%

Conclusion: Payer reimbursement was <u>not</u> an issue among relocators.

What One Intervention Could Have Kept You From Relocating?

<u>Interventions</u>	No. of <u>Respondents</u>	% of All Respondents (220)
Improve attitudes/values/relationships within practice	24	11%
Improve relationships with the hospital	17	7%
Salary increase	16	7%
Opportunity to practice in desired Iowa location	11	5%
Recruitment of additional physicians	8	4%
Equitable call/coverage schedule	9	4%
Other	7	3%
Spouse employment	6	3%
Career Advancement	7	3%
Improved work schedule	3	2%
Lower state taxes	2	1%
Liability insurance rates	1	1%
Nothing (site specific)	<u>109</u>	<u>49%</u>
Tota	al 220	100%
	Improve attitudes/values/relationships within practice Improve relationships with the hospital Salary increase Opportunity to practice in desired Iowa location Recruitment of additional physicians Equitable call/coverage schedule Other Spouse employment Career Advancement Improved work schedule Lower state taxes Liability insurance rates Nothing (site specific)	Improve attitudes/values/relationships within practice24Improve relationships with the hospital17Salary increase16Opportunity to practice in desired lowa location11Recruitment of additional physicians8Equitable call/coverage schedule9Other7Spouse employment6Career Advancement7Improved work schedule3Lower state taxes2Liability insurance rates1Nothing (site specific)109

Conclusion: 51% of respondents cited an intervention that could have kept them from relocating. frequently cited were practice factors.

Most

Would You Consider Returning To Iowa?

		No. of Respondents	% of All Respondents (220)
"Yes"		156	71%
"No"		<u>64</u>	<u>29%</u>
	Total	220	100%



Questions?